

Nokia Flexible Spending Account Plans

Further COVID-19 Relief

This document is both an amendment to the Nokia Flexible Spending Account Plans (collectively, the "Plan") and a summary of material modifications with respect to such amendment. In this regard, it modifies information presented in the summary plan description ("SPD") for the Plan, dated January 1, 2021, a copy of which can be accessed [here](#). It supplements changes made to the Plan as reflected in the previously announced Temporary COVID-19 Relief document, a copy of which can be accessed [here](#).

The Plan is made up of two separate plans--the Nokia Health Care Reimbursement Account Plan (the "HCRA Plan"), which provides for a *Health Care Flexible Spending Account (HFSA)*, and the Nokia Child/Elder Care Reimbursement Account Plan (the "CECRA Plan"), which provides for a *Dependent Care Flexible Spending Account (DFSA)*. The first change, as set forth below, applies only the HCRA Plan and modifies that plan consistent with guidance issued by the Internal Revenue Service (IRS) in Announcement 2021-7. The second change, as set forth below, applies to both plans and implements aspects of the Taxpayer Certainty and Disaster Tax Relief Act of 2020, part of the Consolidated Appropriations Act, 2021, and guidance issued by the IRS in Announcement 2021-15.

Please do two things:

1. Read this notice, and
2. Retain a copy of this notice for your records.

The changes are as follows:

1. HCRA Plan—Coverage for Personal Protective Equipment

Effective January 1, 2020 (i.e., for the 2020 Plan Year and for each subsequent Plan Year), amounts paid for personal protective equipment, such as masks, hand sanitizer and sanitizing wipes, for the primary purpose of preventing the spread of COVID-19, are eligible to be reimbursed under the HFSA.

2. HCRA Plan and CECRA Plan—2021 Mid-Year Election Opportunity

Effective June 1, 2021--

- Employees who are not currently enrolled in the HCRA or CECRA Plan may enroll in either plan or both plans during the special enrollment period of June 1, 2021 to (and including) June 18, 2021.
- Employees who are currently enrolled in the HCRA Plan and/or CECRA Plan may make increases to their existing 2021 HFSA and DFSA elections during the special enrollment period of June 1, 2021 to (and including) June 18, 2021. (Employees who are currently enrolled in a plan may not decrease their existing HFSA and/or DFSA elections unless they have a qualified status change as defined in the Plan.)

- HFSA and DFSA contributions made by employees who enroll in the Plan(s) for the first time during the special enrollment period of June 1, 2021 to (and including) June 18, 2021 may only be applied toward reimbursement of HFSA and DFSA expenses, as applicable, incurred on or after July 1, 2021.
- Additional contributions made by employees who elect to increase their 2021 HFSA and DFSA contributions during the special enrollment period of June 1, 2021 to (and including) June 18, 2021 may be applied toward reimbursement of HFSA and DFSA expenses incurred retroactive to January 1, 2021.
- Except in the circumstance of a qualified status change (as defined in the Plan), no further enrollments or changes are permitted with respect to the 2021 Plan Year after June 18, 2021.

To take advantage of this 2021 mid-year election opportunity, you must call the Nokia Benefits Resource Center (the NBRC) during the special enrollment period of June 1, 2021 to (and including) June 18, 2021. The NBRC may be reached toll-free at 888-232-4111, Monday through Friday from 9 a.m. to 5 p.m. Eastern Time.